In the last 6 years, Teach For Malaysia has pursued our vision of excellent education through specific student and system outcomes in the highest need communities by uplifting the teaching profession, creating a movement of 300 nation-builders and impacting 73,000 students.
However, 6 years is not enough to make lasting change.

The 2013-2025 Education Blueprint still calls out for extensive transformation of our education system for Malaysia to thrive globally.

“Our students are ranked below the OECD and international average in English, Maths and Science and are three years behind their regional peers.”

Malaysian 2013-2025 Education Blueprint

“Three quarters of Malaysian teachers are not assessing students’ thinking skills and 80% are not using effective questioning to challenge students.”

Dr Tee Meng Yew (2016)
Investigating Malaysian Classroom Educational Practices,
Universiti Malaya

“When we did the initial profiling of the English teachers in Malaysia, we found that two-thirds of the teachers did not meet the proficiency level.”

Tan Sri Dr Khair Mohamad Yusof (2012), MOE Director General
Our Model for Change

We recruit top graduates and young professionals
- 48 Fellows to 300 Fellows & Alumni
  - 25% of participants are from Top 100 universities globally based on the 2012-2018 Cohorts
  - Ranked 37th Leading Graduate Employer in 2017
  - Best Management Trainee Programme in 2015
  - 2018 Placement areas would be in KL, Selangor, Johor, and Sabah

Kuala Lumpur
Selangor
Johor
Sabah
are placement areas for the 2018 Cohort

25% of TFM Fellows and Alumni are from Top 100 universities globally

To teach in high-need B40 schools for two years for immediate impact
- 14,000 students out of a total of 73,000 reached
  - Our students achieved 42% more academic growth compared to their peers
  - 75% of students say TFM Fellows encourage independent thinking and self-expression
  - 84% of school principals are satisfied with TFM fellows and feel that they have contributed to the betterment of their schools

14,000 students
out of a total of 73,000 reached

42% more academic growth
in our students compared to their peers

84% of school principals are satisfied with TFM fellows and feel that they have contributed to the betterment of their schools

And build a leadership movement to drive long term systemic change
72% of Alumni remain in education
- 30% remain in MOE as full-time teachers being appointed into leadership roles such as State level master trainers, Head of Subjects and State examiners
- 21% of our Teaching Alumni are in the social and education sector driving change through school transformation training, STEM, the Arts and other themes

'Adiwiraku' based on a story of a TFM Fellow and her students at SMK Pinang Tunggal wins Best Film at the 29th Malaysian Film Festival 2017.

21% of our Teaching Alumni are in the social and education sector driving change through school transformation training, STEM, the Arts and other themes

'Adiwiraku' wins Best Film at the 29th Malaysian Film Festival 2017

72% of Alumni remain in education

Note: 1. Selected impact only. Additional details in the Appendix 2. B40 households have a monthly income of less than RM3,900 (EPU) 3. Can be found as 'My Superheroes' on Vimeo.com
CREATING NATION BUILDERS

Teach For Malaysia is a leadership development platform for students from B40 communities and outstanding young leaders across Malaysia.

J. 15 | Pasir Gudang

Education was not a priority growing up, his older sister even dropping out of high school.

J went through a Fellow’s leadership project in school called Project FLY. He became motivated to focus on his favourite subject – Maths – and although he had never achieved more than 40% in a test before, he passed this time with flying colours. He’s started thinking more carefully about his future and wants to live an accomplished & meaningful life.

Mina. 14 & Hanif. 14 | Kedah

Both Mina & Hanif started off unable to speak English. Mina came from challenging family circumstances & Hanif was passive and disengaged.

However, after 2 years of consistent language & leadership training, as well as participating in a Youth Community Project musical, their English has improved significantly, with a 11% and 43% improvement, respectively. They are now active, helpful and responsible members & leaders in their school’s community. Mina wants to become a criminal lawyer, and Hanif would like to pursue his passion for acting & dancing.

Siti. 17 | Klang

Siti’s family has been in a tough financial position over the past few years. While Siti started off as an average student, her ability & leadership potential was discovered and nurtured by a group of TFM Fellows.

Persisting through many failures & set-backs, Siti now represents Malaysia on a state level in archery, her favourite sport. She is working towards the Sukma games. She also wants to become a surgeon when she graduates.

Rita. 16 | Kedah

Rita is an Indian student who studies in a majority Malay-Muslim community. Life hasn’t been easy for her, as she’s encountered family violence and financial struggle.

She gained more courage in reaching out for support, after participating in a leadership training. Rita now actively helps her friends step out of their comfort zone to speak out more, and leads community projects to solve bullying in schools. She wants to become a policewoman one day.

VOICES OF THE FELLOWSHIP

Teach For Malaysia is a leadership development platform for students from B40 communities and outstanding young leaders across Malaysia.

David, 28

Taman Sejahtera | Geography

Holds a Psychology degree, minorining in Computer Science from McGill University.

David’s students passing rate for English final exams increased from 33% to 59%. He also led his school drama team to the district level, and initiated Project Afterschool Coding Enterprise, a precursor to co-founding the social enterprise Arus.

Anders, 28

Pujut, Miri | Math & English

Graduated with a Bachelor of Science in Applied Geology from Curtin University.

Anders’ school went from last place in Choral Speaking to second place this year, with Anders coaching the team. He believes in focusing on, and creating awareness of Sarawakian stories that are closer to home for his students; such as tales of the rainforest & stories about endangered animals in Sarawak.

Ilani, 28

Kemunting, Perak | English & Sejarah

Holds a Bachelor of Science (Biotechnology) from Pennsylvania State University.

Ilani was selected to pioneer the GUSTO (Ground Up School Transformation) project with 4 other schools, a project catered towards training teachers in 21st century learning. She encourages her students to take up weekend projects, such as conducting interviews, to practice their English and build communication skills.

Charis, 33

Sungai Petani | English

Charis holds a BA in English from the National University of Malaysia (UKM).

She is a co-founder of MY Readers, a provider structured & sustainable reading program to children struggling with literacy.

MY Readers have reached 226 students across Malaysia, with 21 schools now using MY Readers programs.
Our Fellows focus on holistic development to empower students

42% more academic growth in our students compared to their peers

Academic results is a core priority

There was an overall increase in the system’s results and collectively students taught by TFM Fellows and Alumni achieved 42% more academic growth compared to the average

Encouraging independent thinking & self expression

Fellows focus on 21st century skills of creativity, critical thinking, communication and collaboration

79% of students say TFM Fellows encourage independent thinking and self expression

75% of our Fellows involve students in extracurricular activities at the district, state and national level to improve student’s exposure

Student exposure through extracurricular activities

Ultimately, we want to empower students to solve local challenges today

TFM and Accenture hosted a 6-month social innovation programme for 100 students from 21 out of 36 of the secondary schools in PPD Pasir Gudang to develop solutions to address local community challenges

100 students develop solutions to address local community challenges

We work across the system in the highest need schools and communities

73,000 students in 100 schools impacted over the last 6 years

We are the largest pipeline of youth empowerment in education

Over the last 6 years, TFM has placed 300 Fellows and Alumni in 100 secondary schools across 9 states, collectively impacting 73,000 students

79% of TFM schools that are considered under-performing in the national school system based on MOE’s School Profiling

We serve in some of the most challenging schools

43% of TFM schools are rural schools and 79% of TFM schools are considered under-performing in the school system

84% of school principals are satisfied with TFM Fellows

We contribute to impact beyond the classroom responsibility

84% of school principals are satisfied with TFM Fellows and feel that they have contributed to the betterment of their schools

Fellows work closely with parents and the broader community

44% of Principals also agree that Fellows work closely with parents and the broader community
We are making it more aspirational for graduates and young professionals to be teachers

We have a competitive and selective recruitment process
Out of 6,417 applicants, only 355 (5.5%) of them were selected for the Fellowship in 2017
25% of our Fellows and Alumni studied at World’s top 100 universities such as Harvard, Cambridge, Imperial and McGill.

31% of our Fellows and Alumni worked at companies such as KPMG, IBM and Shell, prior to joining the 2-year Fellowship

We are making teaching in high-need schools a career of choice for graduates
Recognised as the Best Graduate/Management Trainee Programme in Malaysia in 2015 for leadership development.
In just 6 years, TFM is the only not-for-profit employer and ranks 37th in GradMalaysia’s Top 100 Leading Graduate Employers list in 2017

37th in GradMalaysia’s Top 100 Leading Graduate Employers list

30% of Alumni continue as full-time MOE teachers beyond the 2-year commitment to drive change from within the education system
27% of Teaching Alumni have been recognised as “Anugerah Cemerlang” at the school or district level in the last three years. This is normally given to more experienced teachers in the system.
23% of Teaching Alumni have conducted training programmes at the school, district or state level for other teachers in MOE on topics such as English literacy, TIMSS preparation and 21st century teaching.

Our movement drives unique nation-building initiatives for low-income communities

14 Alumni of the graduating cohort of 30 Alumni decided to stay on as full-time teachers in the system at the end of 2017.

42% of our Alumni work in the broader education and social sector to accelerate innovations from outside the sector

Our training emphasises student agency and emotional intelligence as student mindset

Closing The Gap
- Aims to help disadvantaged students access higher education opportunities.
- Raised RM303,820 to support 99 students through 1-on-1 mentorship, enrichment workshops and residential camps.
- 2 out of 6 post-SPM students have secured RM45,000 in pre-university scholarships that they would not have considered before.

Teacher Empowered School Transformation (TEST)
- Raised RM1.6m to run a 3-year district and school transformation programme
- 14 schools in PPD Timur Laut, Penang
- 42 district officers
- 14 principals
- 400 teachers
- More than 4,000 students up to the end of 2020

Chumbaka
- Social enterprise that focuses on developing children’s life skills through technology and community development.
- Trained over 15,000 students nationwide through various platforms
- Students have developed over 6,000 solutions for their communities
- Participated in many other competitions like the MDEC’s Digital Ninja Program, with 5 of them even winning a study trip to Silicon Valley, United States in 2016.
We hope to scale up to 1,500 by 2025...

- Strategic Goal 1: Empower students
- Strategic Goal 2: Transform the education system
- Strategic Goal 3: Build a movement to tackle education inequity
- Strategic Goal 4: Strive to be an efficient and effective organisation

2010-2017

73,000 students impacted
- Lessons plan and teaching plan for new national Computer Science curriculum
- Teacher-led School Transformation

450,000 Students Impacted
- Revamped schools with no subjects, and pedagogy grounded in problem-based learning
- Revamped teacher training curriculum and modules
- Alumni recognized as key talent and leaders across the system

300 Fellows and Alumni
- 37th Leading Graduate Employer
- Independent evaluation on Teaching Effectiveness in school (est. Q4 2018)

1,500 Fellows and Alumni
- Top 5 Leading Graduate Employer
- Independent and holistic evaluation on TFM on student and system impact
- TFM Research as a leading voice in national education debate

...with 370 Fellows needed in the next 3 years while driving down our cost per Fellow

Cost

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<th>Year</th>
<th>TFM Cost Per Fellow RM thousands</th>
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<td>2018</td>
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<td>2019</td>
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TFM Cost RM millions:
- 4.3
- 4.6
- 6.2
- 6.0
- 5.8
- 5.0
- 6.7
- 7.9
- 9.3
- 11.3

Cost Drivers

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<th>Year</th>
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<th>Number of Fellows in Service</th>
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<td>2020</td>
<td>120</td>
<td>120</td>
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FINANCIAL SUSTAINABILITY PLAN
Funding mix 2016-2020 actual and target

We have RM 6.8m committed for the next 3 years and need to raise RM17.2m

Individual Giving
- In 2017, funding from these sources already provide 4.5% of donations.
- We aim to aggressively grow the individual monthly recurring donations as our core sustainability plan while exploring interest in the endowment fund.

Private Sector
- This segment would remain our largest funding base for the next three years given our strength in Public-Private Partnerships.
- We will continue to expand this through the "Fund a Fellow" programme and match corporate pledges with individual recurring donations.

Public Sector
- This segment refers to contributions from the Ministry of Education for recruitment, training, and support on a per Fellow basis.

FUND A FELLOW!
We continuously seek donations to radically transform education in Malaysia.

Institutions
Every RM50k contributed per year supports 1 Fellow to impact 150 students.

Individuals
Donate RM50 per month and help impact 2 students gain excellent an education.

Endowment Fund
We are exploring endowment fund models which generate steady returns in perpetuity.
RM1m generates RM50k/year which supports 1 Fellow annually.
RM10k generates RM500/year which supports 1 student annually.

Donations made to Teach For Malaysia are tax exempt.
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Our Partners

Revised Definitions

Definitions used for the "size of movement" and "students impacted" throughout the Impact Report 2017 have been revised to exclude the impact of the 2018 cohort.

"Size of movement" is defined as the number of Fellows and Alumni who have served in the programme up until 2017 and excludes numbers of Fellows recruited for the 2018 cohort.

"Students impacted" is defined as the estimated number of students taught by our Fellows and Alumni who have served in the programme and excludes the estimated numbers of students taught by the 2018 cohort.
“One day, all children in Malaysia will have the opportunity to attain an excellent education”